

On the Job Training
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How do employers get involved?

Contact a local DVR office to let them know you're interested. They will discuss with you what types of positions you would like filled and whether DVR has appropriate customers for referral.

The OJT program requires very little time and paperwork, and a DVR consultant will work closely with you to ensure it is a good match for your business.



Where can employers find out more?

Log onto DVR's website for local office contact information at:

www.dshs.wa.gov/dvr

...and click on the Services for Employers page for details, or call 1-800-637-5627.

FOR EMPLOYERS

On-the-Job Training

Train an employee to meet your needs



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DVR Division
of Vocational
Rehabilitation

DSHS 22-684 (Rev. 3/08)



DVR Mission

The mission of the Division of Vocational Rehabilitation (DVR) is “to empower individuals with disabilities to achieve a greater quality of life by obtaining and maintaining employment.” Employment contributes to a person’s ability to live independently, and DVR believes that every person has the right to work.

What is on-the-job training?

On-the-job training (OJT) is an individualized training program, designed and conducted at the actual work site. The job applicant receives the specific skill training needed to maintain employment.

How does on-the-job training work?

OJTs are arranged on an individual basis between the job applicant, employer and vocational consultant. The employer agrees to provide adequate training for entry into the job and a salary equivalent to that of similar positions. After successfully completing the designated OJT period, it is anticipated that the trained applicant will remain on the job. The employer receives reimbursement for the training costs.

What are the benefits of on-the-job training?

- Candidates are selected from a pool of pre-screened applicants.
- OJTs are tailored to meet your needs.
- OJT arrangements involve minimal paperwork.
- You receive a financial reimbursement.
- You have an opportunity to assess an applicant’s work potential.
- No-cost consultation and technical assistance are available.
- You receive quality workers who benefit from “hands on” training and become valued employees.
- You may be eligible to receive tax credits.
- Your training cost for new employees is reduced.



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